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FISCAL IMPACT STATEMENT

LS 6492

BILL NUMBER: HB 1242

NOTE PREPARED: Jan 1, 2014

BILL AMENDED:

SUBJECT: Employment Discrimination Against Veterans.

FIRST AUTHOR: Rep. Carbaugh

FIRST SPONSOR:

BILL STATUS: As Introduced

FUNDS AFFECTED: X **GENERAL**
DEDICATED
FEDERAL

IMPACT: State & Local

Summary of Legislation: The bill provides that it is an unlawful employment practice for an employer to discriminate against a prospective employee on the basis of status as a veteran by: (1) refusing to employ an applicant for employment on the basis that the applicant is a veteran of the armed forces of the United States; or (2) refusing to employ an applicant for employment on the basis that the applicant is a member of the Indiana National Guard or member of a reserve component.

The bill requires the Indiana Civil Rights Commission to enforce alleged violations of the practice. It also requires the Indiana Department of Veterans' Affairs to disseminate information necessary to inform veterans of the practice. It makes technical corrections.

Effective Date: July 1, 2014.

Explanation of State Expenditures: The bill affects the state as an employer.

The bill's requirements are within the Department of Veterans' Affairs and the Indiana Civil Rights Commission's routine administrative functions and should be able to be implemented with no additional appropriations, assuming near customary agency staffing and resource levels.

Additional Information: The bill affects veterans of the armed forces of the United States, Indiana National Guard members, and members of reserve components. Veterans (which may include some National Guard and reserve members, but not all) are currently protected under the federal Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). According to USERRA's 2011 annual report, 6.6% of

all employment discrimination complaints received under USERRA were related to discrimination at the time of the initial hiring decision.

Explanation of State Revenues:

Explanation of Local Expenditures: The bill affects local units as employers.

Explanation of Local Revenues:

State Agencies Affected: Indiana Civil Rights Commission, Department of Veterans' Affairs, All.

Local Agencies Affected: All.

Information Sources: *USERRA FY 2011 Annual Report to Congress*; Congressional Research Service, *"Who is a Veteran?" - Basic Eligibility for Veterans' Benefits*, 2012.

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